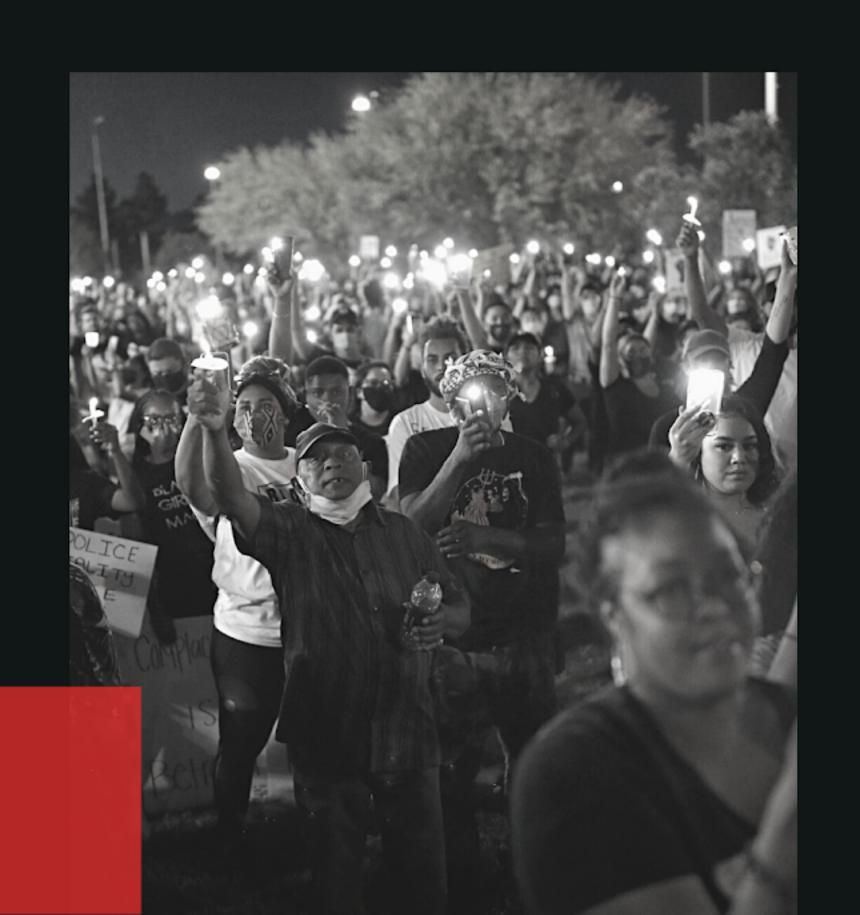


Leader-ful Movement Building:

Raising Up the Next Generation of Community Leaders



We'll be starting shortly. In the meantime, please introduce yourself in the chat!

Name
Pronouns
Organization
Who is your favorite fictional leader? (& why?)

Workshop Norms

Keep yourself on mute if you're not talking. (Remember to unmute if you are speaking!) Try to be on video when you can (and it's ok when you can't)

Type "stack" in the chatbox or use the "raise hand" icon to help facilitate conversation

Be self-aware of how long you're talking

Include your pronouns in your zoom name

Try your best to be present and take care of yourself and each other! anything else? add a sticky note!

Workshop Goals

- 1. Ground "leadership" in leadership development
- 2. Workshop equitable & liberatory leadership practices
- 3. Create plans to develop movement leaders in your own community/ organization

What do you want to discuss?

How do hand-off a project to the community the project is supposed to serve? (from an ally stand-point)

Someone who empowers the Someone who community inspires, they serve Prepares people to figure out how to unites, and solve problems and synthesizes "Someone who gets lead on their own group purpose things done" - in a and action How do you way where people will want to work define A leader is with them in the leadership? future someone who has followers A leader is someone who influences through their actions someone who can unite & motivate people, provide Someone What does a guidance and support in a who can "leader-ful" project/campaign follow community look like? Leaderful community = accountability, problem solving, and shared responsibility

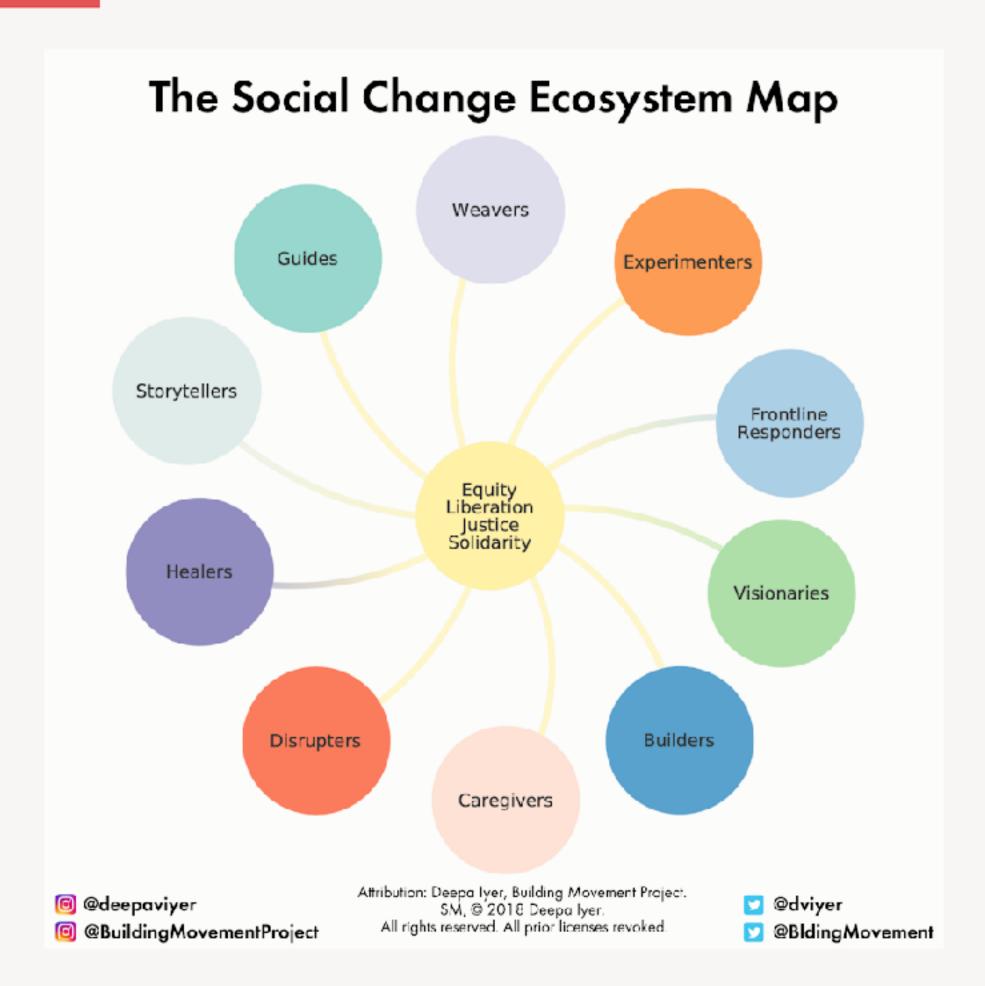
From the Power Shift Network:

A leader creates conditions that enable others to do great things in the face of uncertainty.

Leadership is a practice, not a position.

Leadership can take many different roles...

source: https://buildingmovement.org/wp-content/ uploads/2020/06/Final-Mapping-Ecosystem-Guide-CC-BY-NC-SA-4.0-Handles.pdf



In a "leader-ful" community....

...leadership is not a restricted role for the privileged few.

...& and everyone is empowered to lead in their own way.

Leadership development

supporter someone who will provide resources or connections to help you fulfill your goals

activist - someone engaged in justice movements but more focused in campaigns - vs organizer focused on not just mobilizing but organizing people, getting to know them



an organizer investigates, educates, negotiates and demonstrates

A supporter can be someone who follows our work and shares.





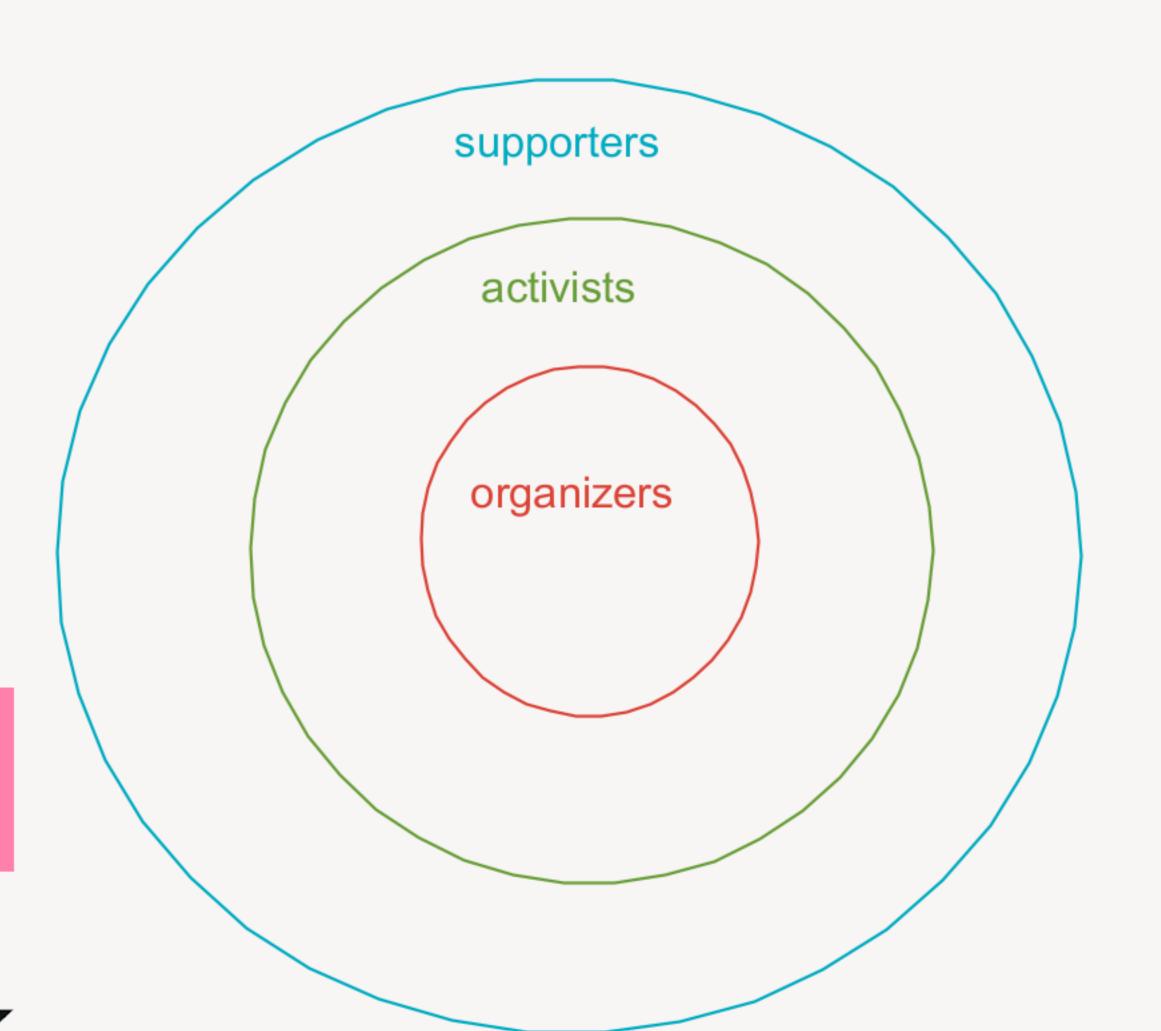
velopment

When they announce the are a suppo activist, and organizer. meet folks where they're at and try to push and agitate

A lister and a "Yes!.../ mindse make space for folks where they say they can be helpful

understanding the strengths of people and assigning tasks that best fit them also pairing groups together with different abilities that compliment each other

Find out the needs of the community. Education is key. Talk to them about what is out there and get them motivated about changing things ing that ides /skills of nizing

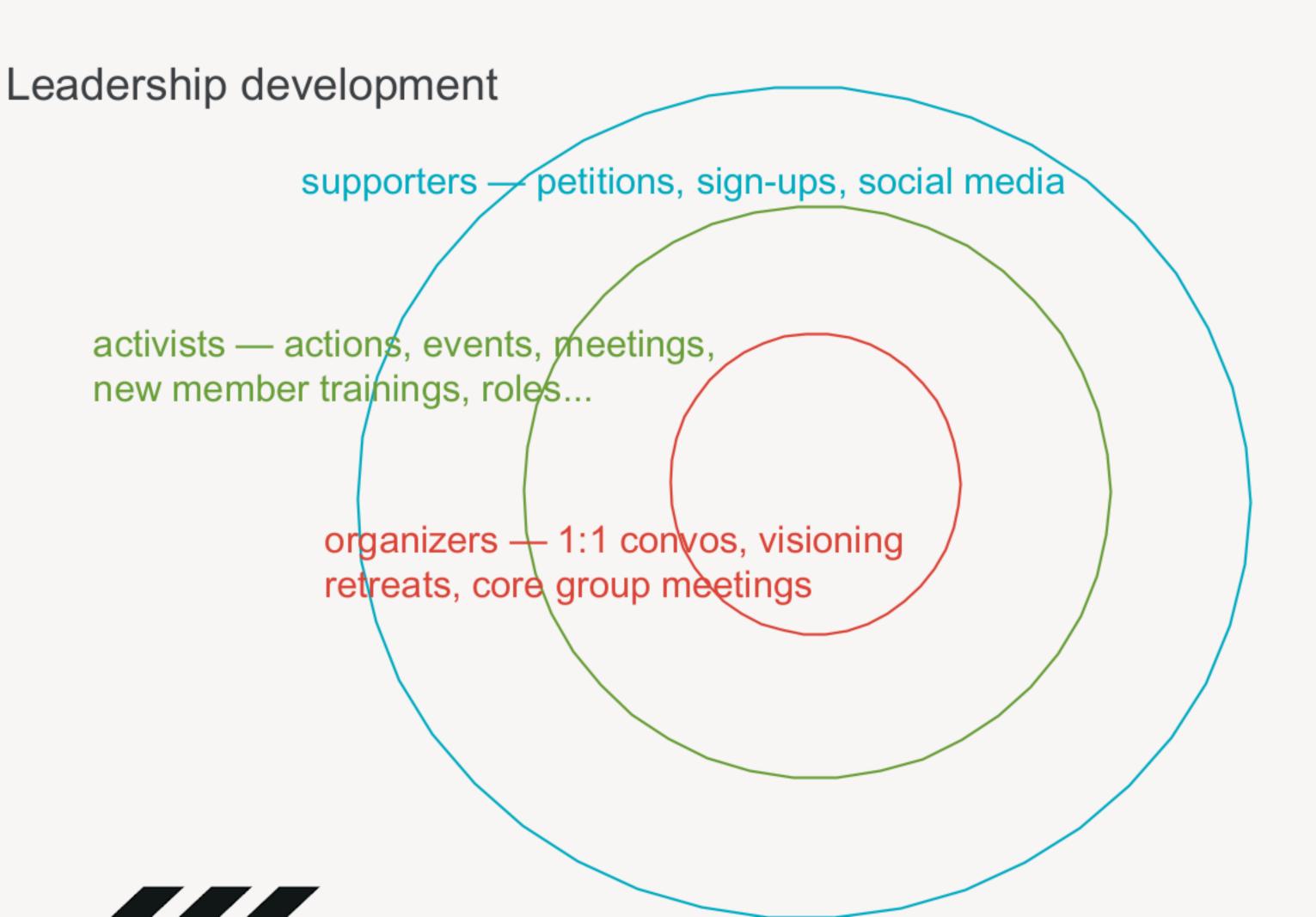


How do we keep when some of supporter, as or organizer? opportunities we give folks or level up to roles?

Creating spaces of belonging and space where people can be seen in their strengths/passions and they can be given ownership over specific actions/tasks that they are fired up by

comfortable





How do we know when someone is a supporter, activist, or organizer? What opportunities can we give folks to fill or level up to these roles? How have others helped you grow as a leader?

leaving opportunity for ppl to take initiative and demonstrate their leadership qualities running for political office

Seeing leadership qualities in me that I wasn't aware of and encouraging me to tap into them.

Understanding motives of why everyone is involved leading by example, showing what to do and not to do. holding out expectation that you can be successful in a leadership role

being in community; providing training



...how have oppressive values (racism, sexism, classism, etc) affected your journey as a community leader?

...how have others supported you in your growth in the face of oppressive systems?

In other words, how have others supported you as a leader fighting an inequitable system?



What are some specific ways we can develop leadership among people from marginalized and disinvested groups?

Connect them to funds and resources that they have been typically barred from accessing.

A few ideas:

- -Don't just leave people to self-identify as leaders and step up into roles of their own volition.
- -Take a moment to define the kinds of leadership you see in the organization and identify potential leaders
- -Make sure experienced leaders to exercise restraint in groups and make space for potential leaders to step up
- -As leaders, break down skills for others instead of just doing them

adapted from AORTA's "Infiltration: How the Values of Oppressive Systems Tend to Arise in Organizations": https://results4america.org/wp-content/uploads/2019/12/Infiltration-How-systems-of-oppression-arise-in-organizations-6.17.pdf

bit.ly/leaderfulworksheet

Final Reflections

What's one thing you'll take away from this evening?

Thank you for joining us!





For further conversation, you can reach us at: hannah@southernvision.org james@southernvision.org

